

Diversity Council Meeting Minutes November 15, 2016

In attendance: Anita Bowden, Déborah L. González, Trent Masiki, Byron Thomas-Chair, Elda Zeko, Terri Rodriguez, Maria Addison, Tiger Swan, Priscilla Underwood, Ed Crotty

Meeting Location: Room 220A-4

Time: 2:00pm

Agenda

Item 1: Diversity Council Mission:

Discussion among participants regarding the repetition of the mission and the first item of the Diversity Council functions. Discussion about the broad nature of the mission and functions per Guide to Governance 2016-17 provided to all members in attendance.

Item 2: Recruitment and retention of minority faculty and staff:

Discussion regarding ways to capture information about diverse faculty and staff regarding their experiences at the college through the creation and execution of an anonymous survey. Anita Bowden, per request of all in attendance, agreed to share non confidential general themes related to the number of last year's resignations of diverse faculty and staff from exit interviews.

Item 3: Presidential Search Input: Discussion about how the new College President is to have a track record of diversity and inclusion in her/his curriculum vitae.

Item 4: Designation and gender non-specific restrooms: Members discussed how this would be a good action item to be proposed first in line in relation to other proposals. Distributed copies of the Public Accommodations Law-Mass. General Laws Chapter 272 from the Massachusetts Community Colleges Office of the General Counsel to be reviewed by members.

Item 5: Space for reflection, meditation, and prayer: Briefly mentioned by Byron, but there was no time for its discussion.

Item 6: Filling vacant position: There was no time to discuss this item.

Action items:

- All: Develop an anonymous survey to be administered to the current diverse population of QCC employees in an effort to capture data about their experiences at the college.
- Anita Bowden: Gather Human Resources data from Anita Bowden's Office pertaining to common themes shared during the exit interviews by diverse faculty and staff that left the college in the last few years.
- Trent Masiki: Send scholarly articles as background reading to inform council participants about issues related to the recruitment, hiring, and retention of minority faculty and staff that will be shared with the College at a later date, including the financial consequences of losing minority faculty and staff from colleges.